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1985 TELEVISION EMPLOYEE COMPENSATION AND FRINGE BENEFITS REPORT

Prepared by the Research and Planning Department.

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INTRODUCTION

This report contains the results of the 1985 National Association of Broadcasters Employee Compensation and Fringe Benefits Survey. Sixteen tables are reported for various station types (affiliated and independent stations) and market sizes (ADI market rankings). This report provides broadcasters with information which may be used in salary negotiations and budget planning.

The salary and fringe benefits information is first provided for affiliated stations and then independent stations. Average total departmental salaries, average and median salaries of department heads, certain support staff, and sales department personnel are presented. In those same tables, summary statistics are reported for fringe benefits provided by stations. The last section provides a sampling of different compensation plans and actual salaries for stations' account executives and general sales managers.

WHAT'S NEW IN THE REPORT

There are a number of changes from the last Television Employee Compensation and Fringe Benefits Report. These changes were made to facilitate the use of the report and to provide more information. The first change in this report is the inclusion of the average total of all salaries by department. This summary information was calculated from stations who reported having those departments. Other stations either did not report the data or did not have a separate department (most often not having a separate advertising and promotion department). Included along with the average total departmental salaries are the average number of employees for each department. These results can be easily used to evaluate a station's salary budget.

The second change is the inclusion of the average starting salary for each support staff position. This information is quite useful since the starting salary for the various positions may be considerably different than the average salary of an experienced employee.

New information on account executives also is included. In addition to the average and median salaries of account executives, the average maximum and minimum salaries for a station are reported. With these results, the broadcaster can see the entire range of compensation levels for account executives within an average station.

The final change in the report concerns the presentation of the fringe benefits information. This report presents the information with the employee compensation data. This format will make it easier for the reader to completely evaluate the data for a particular grouping of stations.

We would welcome your opinions about these changes and any other changes you would like to see in future reports. Please contact the NAB Research and Planning Department either by letter or phone, (202) 429-5380, with those suggestions.

SURVEY AND REPORTING METHODS

Questionnaires were mailed to all commercial television stations at the end of 1985 and early 1986. The questionnaire asked for 1985 employee compensation and fringe benefits. The categories of information requested are identical to the categories reported in the tables. Of the 904 commercial television stations on the air in 1985, 424 responded resulting in a response rate of 47%.

Stations are classified by markets using the 1984-85 Arbitron Area of Dominant Influence (ADI) ranking. Stations not within an ADI are not included in any table which reports information on stations grouped by market size, but are included in all other relevant tables.

The number of stations responding within each category is reported in the table of contents. It should be noted, however, that some stations did not complete the entire questionnaire due to data not being available or because they do not have certain staff positions. The reported averages and medians for each category are derived only from stations who provided data for the category.

HOW TO USE THIS REPORT

With the changes noted above, this report should be both easy to use and informative. A broadcaster need only turn to the appropriate table to compare the station's employee compensation and fringe benefits with that of the average and median station figures. Half of the responses are below the median value and half are above, while the average value is the sum of the responses divided by the number of responses. Both the average and median values are useful comparisons since the two values taken together describe the distribution of the responses in each grouping of stations.

If the average of a particular category is considerably larger than the median figure, then one knows there are a few responses in that grouping of stations which are substantially higher than most of the others. In that case, the more representative figure for the "typical" station may be the median. Likewise, if the average is dramatically below the median, the broadcaster should realize a few of the responses are significantly lower than most of the responses.

For example, suppose the average and median values for operations manager's salary were the following:

	Average Value	Median Value
Operations Manager	$48,748	$38,800

In this case, half of the responses for this grouping of stations paid their operations manager more than $38,800 and half paid less. From the reported average value, the reader also can tell that some of the values above the median were much larger than the median. Statistically, the distribution of salaries for operations manager is skewed towards the high end. In this case, the broadcaster may want to use the median value as a "typical" station's benchmark for comparison. He/she should also note, however, the wide range of responses in this example.

NATIONWIDE PROFILE

For all stations responding to our survey, the average departmental expenses were:

ENGINEERING	$ 465,162
PROGRAM & PRODUCTION	393,597
NEWS	786,573
SALES	372,094
ADVERTISING & PROMOTION	92,113
GENERAL & ADMINISTRATIVE	258,465

Other nationwide results include:

* the average account executive earned $40,598;
* the average general sales manager earned $70,208;
* 60% of the stations paid the employee's full costs of hospitalization insurance;
* the average number of paid holidays were 7 and sick days 9.

TABLE I
ALL STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	17	468,907
Program & Production	18	383,346
News	27	788,807
Sales	12	376,768
Advertising & Promotion	4	92,118
General & Administrative	10	260,201

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	45,313	38,000
Program Director	36,966	33,500
Director of Engineering/Chief Engineer	39,554	37,310
News Director	43,395	38,250
Promotion/Publicity Director	27,611	24,600
Production Manager	28,261	26,520
Business Manager/Controller	35,321	32,500
Traffic Manager	21,733	20,000
Community/Public Affairs Director	25,355	23,000
Art Director	23,443	21,200
Research Director	31,227	31,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	10	18,817	16,896	13,801
Maintenance Technician	5	23,710	22,872	18,294
Technical Director	4	21,609	19,000	16,849
Floor Person	5	15,262	12,810	12,447
Floor Director	3	19,541	18,000	14,537
Film/Tape Editor	3	17,872	15,500	13,369
Film Director	1	19,457	18,824	14,726
News Anchor	3	43,255	32,470	25,445
News Producer	3	22,728	21,000	18,382
News Reporter	7	21,988	18,045	16,014
News Photographer	7	18,266	16,319	14,479
Sportscaster	2	31,789	25,100	20,962
Weathercaster	2	34,426	28,000	22,148
Assignment Editor	1	24,060	23,000	19,184
Production Assistant	3	14,715	13,428	12,093
Producer/Director	4	21,612	19,486	16,767
Staff Artist	2	18,556	17,450	15,213
Traffic Assistant	3	13,591	13,250	11,321
Computer Operator	2	14,876	14,017	12,529
Accounting Assistant	2	15,635	15,184	12,823
Receptionist	1	11,570	11,253	9,918
Secretary	4	14,712	14,400	11,964

TABLE I (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	37,273	70,208	56,015	56,647	30,348
Median	35,000	67,000	54,250	56,950	23,779
Highest	55,923				
Lowest	22,918				
Methods of Compensation (% of response)					
Salary Only	0	6	9	6	4
Salary & Bonus	1	40	40	38	29
Straight Com.	23	2	6	4	2
Draw Against Com.	36	4	4	5	7
Salary & Com.	21	27	25	28	10
Salary, Bonus & Com.	9	19	15	17	2
Straight Com. w/bonus	8	1	1	2	0
Other	1	0	0	1	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	60	1	38	1
	Dependents	17	23	58	3
Surgical Benefits:	Employee	59	1	37	3
	Dependents	17	21	57	5
Major Medical:	Employee	60	1	37	3
	Dependents	16	22	57	5
H.M.O.:	Employee	16	0	17	67
	Dependents	5	4	23	68
Dental:	Employee	30	4	25	42
	Dependents	12	10	34	43
Vision:	Employee	7	1	5	86
	Dependents	4	2	6	88
Disability:	Short Term	39	10	3	48
	Long Term	35	13	17	35
Group Life:	Employee	71	3	22	4
	Dependents	16	16	16	52
Pension Plan		46	1	8	45
Profit Sharing		22	0	8	69
Tuition Reinbursement		29	0	22	48
Workshops, Seminars etc.		64	0	5	30

TABLE II
ALL AFFILIATE STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries
Engineering	18	509,275
Program & Production	19	411,455
News	30	871,918
Sales	12	382,720
Advertising & Promotion	4	95,822
General & Administrative	10	263,067

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	47,239	40,000
Program Director	37,058	33,125
Director of Engineering/Chief Engineer	39,340	37,180
News Director	44,020	38,500
Promotion/Publicity Director	27,676	24,090
Production Manager	28,439	26,500
Business Manager/Controller	35,550	32,000
Traffic Manager	21,681	20,000
Community/Public Affairs Director	26,017	24,000
Art Director	23,997	21,500
Research Director	37,240	32,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	11	19,080	17,512	13,812
Maintenance Technician	5	23,491	22,648	17,735
Technical Director	4	21,170	18,433	16,144
Floor Person	5	14,703	12,080	12,019
Floor Director	2	19,233	17,323	14,457
Film/Tape Editor	3	18,461	16,258	13,501
Film Director	1	19,093	18,000	13,626
News Anchor	3	43,026	32,625	24,593
News Producer	3	22,427	20,747	17,809
News Reporter	7	21,656	18,000	15,745
News Photographer	8	18,076	16,200	19,965
Sportscaster	2	30,999	25,000	19,965
Weathercaster	2	34,317	28,000	21,636
Assignment Editor	1	24,038	23,000	19,182
Production Assistant	3	14,814	13,187	11,999
Producer/Director	4	22,498	19,575	16,706
Staff Artist	2	18,890	17,500	15,306
Traffic Assistant	3	13,681	13,204	11,404
Computer Operator	2	14,616	14,000	12,417
Accounting Assistant	2	15,878	15,370	12,993
Receptionist	1	11,647	11,400	9,863
Secretary	4	14,676	14,348	11,860

TABLE II (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	37,665	69,377	56,200	55,219	29,103
Median	36,107	65,000	54,680	55,000	24,250
Highest	57,667				
Lowest	23,120				
Methods of Compensation (% of response)					
Salary Only	1	6	5	9	48
Salary & Bonus	2	41	39	40	30
Straight Com.	24	2	5	7	3
Draw Against Com.	34	5	7	5	6
Salary & Com.	19	26	24	23	9
Salary, Bonus & Com.	10	19	17	14	3
Straight Com. w/bonus	9	1	3	2	0
Other	1	0	0	1	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **10**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	58	1	40	2
	Dependents	15	20	62	3
Surgical Benefits:	Employee	57	1	39	3
	Dependents	15	19	61	4
Major Medical:	Employee	58	1	38	3
	Dependents	15	20	61	4
H.M.O.:	Employee	16	0	17	67
	Dependents	5	5	23	67
Dental:	Employee	31	4	25	40
	Dependents	11	10	36	42
Vision:	Employee	6	1	5	89
	Dependents	2	1	6	91
Disability:	Short Term	40	3	11	46
	Long Term	38	14	19	30
Group Life:	Employee	69	4	25	3
	Dependents	15	16	17	52
Pension Plan		52	0	10	38
Profit Sharing		23	0	9	68
Tuition Reinbursement		31	0	24	45
Workshops, Seminars etc.		68	0	5	27

TABLE III
AFFILIATE STATIONS, ADI MARKETS 1-10

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	70	2,918,390
Program & Production	35	1,270,720
News	82	3,908,068
Sales	24	927,091
Advertising & Promotion	10	401,999
General & Administrative	25	839,463

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	92,056	90,000
Program Director	69,969	64,050
Director of Engineering/Chief Engineer	64,979	66,600
News Director	93,605	91,850
Promotion/Publicity Director	55,913	53,000
Production Manager	50,153	53,875
Business Manager/Controller	65,379	67,000
Traffic Manager	39,421	41,750
Community/Public Affairs Director	43,583	42,800
Art Director	43,527	41,213
Research Director	42,705	40,650

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	46	35,233	35,242	20,737
Maintenance Technician	17	38,777	41,330	26,598
Technical Director	8	41,589	41,450	33,144
Floor Person	7	29,687	28,511	21,084
Floor Director	4	32,766	36,899	24,578
Film/Tape Editor	15	34,030	39,000	20,872
Film Director	2	30,672	23,116	17,569
News Anchor	4	147,889	114,000	58,007
News Producer	4	43,909	42,363	30,952
News Reporter	14	54,170	55,340	31,056
News Photographer	17	32,000	35,109	21,397
Sportscaster	2	86,721	82,000	41,821
Weathercaster	2	100,734	92,500	38,135
Assignment Editor	3	38,895	39,039	27,597
Production Assistant	5	18,435	17,000	15,043
Producer/Director	6	37,260	35,325	29,305
Staff Artist	4	31,125	30,873	23,800
Traffic Assistant	6	18,151	17,450	15,940
Computer Operator	1	22,150	22,150	18,500
Accounting Assistant	4	21,160	21,000	16,515
Receptionist	2	15,248	15,100	12,748
Secretary	9	18,585	19,967	15,051

TABLE III (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	66,117	103,520	89,102	82,087	82,000
Median	64,250	107,127	93,300	79,000	82,000
Highest	78,329				
Lowest	42,148				
Methods of Compensation (% of response)					
Salary Only	0	7	7	9	0
Salary & Bonus	20	73	71	64	100
Straight Com.	13	0	0	4	0
Draw Against Com.	33	0	14	5	0
Salary & Com.	13	20	7	28	0
Salary, Bonus & Com.	13	0	0	17	0
Straight Com. w/bonus	0	0	0	2	0
Other	7	0	0	1	0

BENEFITS

Paid Holidays (average) **9** Paid Sick Days (average) **10**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	4	4	4	5

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	69	0	31	0
	Dependents	44	0	56	0
Surgical Benefits:	Employee	63	0	38	0
	Dependents	38	0	63	0
Major Medical:	Employee	69	0	31	0
	Dependents	38	0	63	0
H.M.O.:	Employee	44	0	44	13
	Dependents	25	0	56	19
Dental:	Employee	56	0	31	13
	Dependents	31	0	56	13
Vision:	Employee	13	0	25	63
	Dependents	6	0	25	69
Disability:	Short Term	63	6	0	31
	Long Term	13	50	25	13
Group Life:	Employee	81	0	19	0
	Dependents	13	25	25	38
Pension Plan		44	0	50	6
Profit Sharing		6	0	13	81
Tuition Reinbursement		75	0	18	6
Workshops, Seminars etc.		88	0	0	13

TABLE IV
AFFILIATE STATIONS, ADI MARKETS 11-25

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	35	1,213,351
Program & Production	31	979,863
News	59	2,265,849
Sales	18	601,036
Advertising & Promotion	7	205,550
General & Administrative	16	489,779

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	51,290	51,296
Program Director	56,312	56,000
Director of Engineering/Chief Engineer	52,288	51,948
News Director	72,010	74,500
Promotion/Publicity Director	41,672	41,200
Production Manager	39,089	38,750
Business Manager/Controller	50,453	48,000
Traffic Manager	29,620	28,500
Community/Public Affairs Director	36,721	36,962
Art Director	31,454	31,900
Research Director	33,275	31,700

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	17	27,185	28,207	17,754
Maintenance Technician	8	31,756	32,580	23,340
Technical Director	6	31,600	32,503	27,199
Floor Person	6	20,743	22,000	14,292
Floor Director	3	24,687	24,100	17,146
Film/Tape Editor	3	24,008	23,704	16,352
Film Director	1	26,640	24,500	19,757
News Anchor	5	80,679	81,710	37,524
News Producer	6	29,319	28,789	25,614
News Reporter	12	39,156	36,929	24,661
News Photographer	16	28,678	28,246	20,031
Sportscaster	2	55,865	49,920	32,261
Weathercaster	2	56,722	55,000	35,076
Assignment Editor	3	30,292	30,300	22,917
Production Assistant	5	17,533	16,650	14,078
Producer/Director	6	32,695	32,000	24,127
Staff Artist	3	23,518	24,113	19,322
Traffic Assistant	3	15,855	15,537	13,730
Computer Operator	2	17,734	17,920	15,300
Accounting Assistant	4	19,423	18,670	14,960
Receptionist	2	13,267	12,858	11,685
Secretary	6	17,488	17,542	14,482

TABLE IV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	53,643	96,578	74,094	65,708	22,764
Median	53,390	93,545	71,000	66,612	22,764
Highest	80,125				
Lowest	33,282				
Methods of Compensation (% of response)					
Salary Only	0	4	4	4	100
Salary & Bonus	3	57	63	60	0
Straight Com.	28	0	0	0	0
Draw Against Com.	45	4	0	0	0
Salary & Com.	3	25	19	20	0
Salary, Bonus & Com.	10	7	11	8	0
Straight Com. w/bonus	7	4	4	4	0
Other	3	0	0	4	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **11**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	59	0	41	0
	Dependents	14	7	79	0
Surgical Benefits:	Employee	59	0	41	0
	Dependents	14	7	79	0
Major Medical:	Employee	59	0	38	3
	Dependents	14	7	76	3
H.M.O.:	Employee	31	3	76	31
	Dependents	7	7	34	31
Dental:	Employee	45	7	55	10
	Dependents	10	10	38	17
Vision:	Employee	17	0	62	72
	Dependents	3	0	10	79
Disability:	Short Term	52	0	17	45
	Long Term	52	7	3	21
Group Life:	Employee	69	0	21	0
	Dependents	10	17	31	45
Pension Plan		72	0	10	17
Profit Sharing		17	0	21	62
Tuition Reinbursement		38	0	41	21
Workshops, Seminars etc.		79	0	7	14

TABLE V
AFFILIATE STATIONS, ADI MARKETS 26-50

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	23	559,323
Program & Production	25	535,060
News	42	1,215,011
Sales	17	503,930
Advertising & Promotion	5	99,766
General & Administrative	12	323,929

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	55,774	48,050
Program Director	43,716	44,550
Director of Engineering/Chief Engineer	44,388	44,000
News Director	54,112	52,105
Promotion/Publicity Director	33,705	33,000
Production Manager	33,291	33,000
Business Manager/Controller	42,097	43,438
Traffic Manager	25,457	25,948
Community/Public Affairs Director	26,952	24,772
Art Director	23,606	21,630
Research Director	24,321	21,435

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	14	21,122	20,526	15,384
Maintenance Technician	6	25,762	25,223	19,202
Technical Director	4	24,075	21,450	17,574
Floor Person	7	14,439	13,650	11,906
Floor Director	2	20,064	19,200	14,536
Film/Tape Editor	2	18,471	17,100	13,048
Film Director	1	21,870	20,300	14,218
News Anchor	5	54,254	50,116	33,507
News Producer	5	23,814	23,808	18,135
News Reporter	9	26,028	25,000	18,717
News Photographer	11	21,731	20,620	15,801
Sportscaster	2	37,660	37,822	23,464
Weathercaster	2	43,532	40,000	26,846
Assignment Editor	2	24,494	24,246	19,797
Production Assistant	5	15,983	13,886	11,580
Producer/Director	4	28,588	21,742	17,274
Staff Artist	1	18,612	18,050	15,400
Traffic Assistant	3	14,472	14,471	11,702
Computer Operator	2	14,065	13,800	11,600
Accounting Assistant	3	17,458	16,900	13,404
Receptionist	1	12,543	12,012	10,320
Secretary	5	14,983	14,820	11,928

TABLE V (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	41,638	80,135	62,214	60,598	35,537
Median	40,445	78,250	63,000	58,150	35,500
Highest	60,901				
Lowest	24,745				
Methods of Compensation (% of response)					
Salary Only	0	3	0	3	14
Salary & Bonus	3	49	45	42	57
Straight Com.	41	11	10	13	14
Draw Against Com.	15	3	3	0	0
Salary & Com.	13	19	26	29	14
Salary, Bonus & Com.	13	14	13	10	0
Straight Com. w/bonus	15	3	3	3	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) 8 Paid Sick Days (average) 8

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	49	3	49	0
	Dependents	8	15	77	0
Surgical Benefits:	Employee	49	3	46	3
	Dependents	8	15	74	3
Major Medical:	Employee	49	3	49	0
	Dependents	8	15	77	0
H.M.O.:	Employee	10	0	28	62
	Dependents	3	3	33	62
Dental:	Employee	36	3	28	33
	Dependents	18	8	41	33
Vision:	Employee	0	0	3	97
	Dependents	0	0	3	97
Disability:	Short Term	51	0	8	41
	Long Term	49	23	13	15
Group Life:	Employee	64	3	33	0
	Dependents	18	23	21	38
Pension Plan		77	0	3	21
Profit Sharing		28	0	5	67
Tuition Reinbursement		26	0	46	28
Workshops, Seminars etc.		77	0	5	18

TABLE VI
AFFILIATE STATIONS, ADI MARKETS 51-75

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	17	393,463
Program & Production	19	323,090
News	30	711,858
Sales	12	398,564
Advertising & Promotion	3	70,606
General & Administrative	9	242,075

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	62,911	56,000
Program Director	35,131	35,000
Director of Engineering/Chief Engineer	39,730	40,000
News Director	43,952	44,462
Promotion/Publicity Director	27,571	27,040
Production Manager	29,240	28,550
Business Manager/Controller	35,185	35,052
Traffic Manager	21,609	21,500
Community/Public Affairs Director	24,549	23,500
Art Director	21,610	21,446
Research Director	26,248	27,850

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	10	19,626	19,397	14,099
Maintenance Technician	5	23,663	23,896	17,886
Technical Director	3	19,810	18,980	14,704
Floor Person	5	12,840	11,700	9,892
Floor Director	2	17,288	16,875	13,099
Film/Tape Editor	2	16,760	16,000	12,507
Film Director	1	19,824	19,875	13,849
News Anchor	3	39,862	40,000	27,001
News Producer	3	21,574	21,000	17,563
News Reporter	7	20,247	20,273	15,612
News Photographer	8	17,317	16,659	16,056
Sportscaster	2	29,742	30,000	22,162
Weathercaster	2	34,835	35,000	23,622
Assignment Editor	1	24,720	25,000	21,131
Production Assistant	3	15,430	13,144	12,486
Producer/Director	4	21,394	20,100	17,144
Staff Artist	1	18,144	17,400	14,021
Traffic Assistant	3	13,850	13,852	11,409
Computer Operator	2	14,305	14,000	12,886
Accounting Assistant	2	16,132	16,076	12,772
Receptionist	1	11,636	11,000	9,801
Secretary	4	14,247	14,050	11,515

TABLE VI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	37,546	68,027	54,185	53,784	40,680
Median	36,800	67,000	53,600	53,750	37,559
Highest	68,330				
Lowest	23,703				
Methods of Compensation (% of response)					
Salary Only	0	6	7	6	25
Salary & Bonus	0	55	36	44	50
Straight Com.	35	0	5	9	0
Draw Against Com.	31	6	12	9	25
Salary & Com.	20	16	24	16	0
Salary, Bonus & Com.	6	18	14	13	0
Straight Com. w/bonus	6	0	2	3	0
Other	2	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **11**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	50	0	48	2
	Dependents	13	13	70	4
Surgical Benefits:	Employee	50	0	48	2
	Dependents	13	13	70	4
Major Medical:	Employee	52	0	44	4
	Dependents	13	13	69	6
H.M.O.:	Employee	13	0	20	67
	Dependents	6	2	26	67
Dental:	Employee	37	6	22	35
	Dependents	13	13	35	39
Vision:	Employee	6	0	7	87
	Dependents	6	0	7	87
Disability:	Short Term	35	2	22	41
	Long Term	43	11	30	17
Group Life:	Employee	56	9	35	0
	Dependents	13	9	19	59
Pension Plan		69	2	9	20
Profit Sharing		19	2	9	70
Tuition Reinbursement		44	0	22	33
Workshops, Seminars etc.		72	2	6	20

TABLE VII
AFFILIATE STATIONS, ADI MARKETS 76-100

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	13	286,179
Program & Production	17	307,183
News	23	503,278
Sales	12	335,218
Advertising & Promotion	3	56,208
General & Administrative	8	203,645

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	42,321	36,000
Program Director	28,682	30,000
Director of Engineering/Chief Engineer	34,554	35,120
News Director	35,952	35,030
Promotion/Publicity Director	24,183	24,000
Production Manager	26,254	26,410
Business Manager/Controller	30,232	30,000
Traffic Manager	19,275	18,850
Community/Public Affairs Director	20,716	19,240
Art Director	17,514	16,640
Research Director	22,200	22,200

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	8	16,784	15,775	12,695
Maintenance Technician	5	21,877	22,222	16,990
Technical Director	3	18,837	18,621	14,424
Floor Person	5	12,134	11,932	16,027
Floor Director	2	13,565	12,304	11,519
Film/Tape Editor	2	15,319	14,700	12,145
Film Director	1	16,858	17,514	13,768
News Anchor	3	29,370	29,688	20,031
News Producer	2	19,442	18,183	15,905
News Reporter	6	17,746	17,598	13,810
News Photographer	6	16,229	15,651	12,455
Sportscaster	2	25,316	25,000	18,085
Weathercaster	1	25,024	23,360	18,086
Assignment Editor	1	20,366	19,760	16,127
Production Assistant	4	14,018	12,793	11,089
Producer/Director	3	19,122	18,640	15,342
Staff Artist	1	14,740	14,500	12,843
Traffic Assistant	2	12,676	12,552	10,594
Computer Operator	2	15,611	14,483	13,226
Accounting Assistant	2	15,335	15,500	12,484
Receptionist	1	11,235	11,000	9,447
Secretary	3	13,947	14,084	11,190

TABLE VII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	35,756	59,699	47,829	45,820	23,903
Median	35,021	60,000	50,250	46,000	21,100
Highest	51,940				
Lowest	21,724				
Methods of Compensation (% of response)					
Salary Only	0	9	8	17	50
Salary & Bonus	0	34	31	22	25
Straight Com.	15	0	0	0	0
Draw Against Com.	33	6	4	17	13
Salary & Com.	18	29	27	17	0
Salary, Bonus & Com.	15	23	23	28	13
Straight Com. w/bonus	20	0	8	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **11**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	60	0	38	3
	Dependents	15	18	65	3
Surgical Benefits:	Employee	60	0	38	3
	Dependents	15	18	65	1
Major Medical:	Employee	58	0	40	3
	Dependents	13	15	68	5
H.M.O.:	Employee	20	0	20	60
	Dependents	5	8	28	60
Dental:	Employee	30	0	28	43
	Dependents	8	18	43	43
Vision:	Employee	5	0	3	93
	Dependents	0	0	5	95
Disability:	Short Term	45	3	8	45
	Long Term	55	18	10	18
Group Life:	Employee	73	3	20	5
	Dependents	28	8	15	50
Pension Plan		52	0	13	35
Profit Sharing		20	0	15	65
Tuition Reinbursement		15	0	15	70
Workshops, Seminars etc.		65	0	0	35

TABLE VIII
AFFILIATE STATIONS, ADI MARKETS 101-125

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	8	177,642
Program & Production	16	266,858
News	18	342,673
Sales	10	292,974
Advertising & Promotion	2	39,735
General & Administrative	8	197,779

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	36,467	33,000
Program Director	27,460	28,950
Director of Engineering/Chief Engineer	33,628	33,000
News Director	34,816	34,000
Promotion/Publicity Director	20,451	18,000
Production Manager	23,728	22,600
Business Manager/Controller	30,562	29,600
Traffic Manager	17,080	16,900
Community/Public Affairs Director	18,943	17,618
Art Director	20,111	19,760
Research Director	43,000	43,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	6	15,320	14,418	11,820
Maintenance Technician	4	20,130	19,461	15,503
Technical Director	4	14,895	13,800	12,184
Floor Person	3	12,290	11,179	9,893
Floor Director	2	15,532	13,500	12,397
Film/Tape Editor	2	13,939	12,498	11,056
Film Director	1	14,489	13,936	12,530
News Anchor	3	28,827	26,400	21,699
News Producer	2	18,099	17,680	14,649
News Reporter	7	15,625	15,638	12,781
News Photographer	4	13,772	13,495	11,532
Sportscaster	2	21,083	20,000	15,391
Weathercaster	1	23,939	23,750	18,878
Assignment Editor	1	20,712	20,380	18,204
Production Assistant	3	12,606	12,090	10,488
Producer/Director	3	17,288	16,000	13,814
Staff Artist	1	16,723	16,000	13,571
Traffic Assistant	2	12,785	14,792	10,640
Computer Operator	1	13,667	13,260	11,552
Accounting Assistant	2	14,037	13,270	11,183
Receptionist	1	10,936	10,500	9,451
Secretary	2	13,674	13,535	11,012

TABLE VIII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	31,955	56,739	48,830	41,379	23,561
Median	32,723	58,000	50,000	37,000	18,500
Highest	47,248				
Lowest	20,774				
Methods of Compensation (% of response)					
Salary Only	2	15	4	19	83
Salary & Bonus	0	19	22	25	0
Straight Com.	24	4	0	13	0
Draw Against Com.	37	4	7	0	0
Salary & Com.	29	41	41	28	17
Salary, Bonus & Com.	0	19	22	19	0
Straight Com. w/bonus	5	0	0	0	0
Other	2	0	4	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	44	2	49	5
	Dependents	7	39	49	5
Surgical Benefits:	Employee	44	2	49	5
	Dependents	7	39	49	5
Major Medical:	Employee	49	2	46	2
	Dependents	7	44	46	2
H.M.O.:	Employee	5	0	7	88
	Dependents	0	5	7	88
Dental:	Employee	17	10	22	51
	Dependents	0	27	22	51
Vision:	Employee	2	2	2	93
	Dependents	0	5	2	93
Disability:	Short Term	27	2	17	54
	Long Term	20	7	24	49
Group Life:	Employee	66	5	29	0
	Dependents	2	27	20	51
Pension Plan		37	0	7	56
Profit Sharing		29	0	15	56
Tuition Reinbursement		34	0	15	51
Workshops, Seminars etc.		59	0	7	34

TABLE IX
AFFILIATE STATIONS, ADI MARKETS 126-150

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	8	171,655
Program & Production	12	197,755
News	14	256,099
Sales	8	234,508
Advertising & Promotion	2	28,863
General & Administrative	6	142,942

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	30,115	30,300
Program Director	26,839	24,000
Director of Engineering/Chief Engineer	32,969	31,500
News Director	30,551	30,750
Promotion/Publicity Director	17,921	17,257
Production Manager	19,804	19,965
Business Manager/Controller	26,265	26,250
Traffic Manager	17,720	16,100
Community/Public Affairs Director	16,190	14,596
Art Director	19,678	18,000
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	5	16,396	16,700	13,108
Maintenance Technician	3	20,008	20,385	16,385
Technical Director	3	16,553	15,753	13,003
Floor Person	3	10,494	11,500	8,590
Floor Director	2	15,533	15,938	13,194
Film/Tape Editor	1	14,077	12,100	12,229
Film Director	1	15,100	15,000	11,885
News Anchor	3	23,210	20,000	17,524
News Producer	1	16,171	15,900	14,107
News Reporter	5	14,803	14,535	12,951
News Photographer	3	13,347	13,000	11,492
Sportscaster	1	18,545	18,000	15,249
Weathercaster	1	21,353	22,000	16,251
Assignment Editor	1	19,109	19,054	15,951
Production Assistant	3	14,626	12,784	13,972
Producer/Director	3	14,720	14,557	12,438
Staff Artist	1	14,260	13,300	11,458
Traffic Assistant	2	12,551	12,000	11,083
Computer Operator	1	14,141	15,000	11,512
Accounting Assistant	1	13,254	12,850	16,096
Receptionist	1	10,909	11,000	9,502
Secretary	2	13,887	13,836	11,942

TABLE IX (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	27,592	55,551	35,656	41,984	N/R
Median	25,000	55,000	38,300	36,000	
Highest	39,584				
Lowest	17,672				
Methods of Compensation (% of response)					
Salary Only	0	0	0	0	N/R
Salary & Bonus	0	23	37	30	
Straight Com.	9	0	11	10	
Draw Against Com.	41	8	5	0	
Salary & Com.	34	42	32	50	
Salary, Bonus & Com.	9	27	16	10	
Straight Com. w/bonus	6	0	0	0	
Other	0	0	0	0	

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **10**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	70	0	27	3
	Dependents	12	27	55	6
Surgical Benefits:	Employee	64	0	27	9
	Dependents	12	21	52	15
Major Medical:	Employee	70	0	27	3
	Dependents	12	24	58	6
H.M.O.:	Employee	15	0	6	79
	Dependents	0	6	12	82
Dental:	Employee	27	0	18	55
	Dependents	9	0	30	61
Vision:	Employee	6	0	6	88
	Dependents	0	3	3	94
Disability:	Short Term	36	0	21	42
	Long Term	39	9	15	36
Group Life:	Employee	88	3	6	3
	Dependents	12	15	12	61
Pension Plan		36	0	6	58
Profit Sharing		21	0	3	76
Tuition Reinbursement		24	0	24	52
Workshops, Seminars etc.		70	0	3	27

TABLE X
AFFILIATE STATIONS, ADI MARKETS 151 +

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	7	144,061
Program & Production	12	182,697
News	12	126,273
Sales	7	201,131
Advertising & Promotion	2	37,091
General & Administrative	6	140,890

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	35,042	30,000
Program Director	22,305	19,610
Director of Engineering/Chief Engineer	32,190	31,750
News Director	27,134	27,068
Promotion/Publicity Director	17,380	15,950
Production Manager	22,179	20,960
Business Manager/Controller	25,884	24,618
Traffic Manager	15,505	15,250
Community/Public Affairs Director	18,930	16,750
Art Director	16,098	16,500
Research Director	23,716	23,716

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	4	13,978	14,418	11,347
Maintenance Technician	3	17,925	18,107	14,772
Technical Director	3	14,382	14,000	11,305
Floor Person	4	11,963	10,400	9,596
Floor Director	2	11,435	10,800	9,824
Film/Tape Editor	1	14,525	12,000	12,433
Film Director	1	14,086	13,500	10,378
News Anchor	2	21,451	19,000	16,730
News Producer	1	16,845	14,700	14,458
News Reporter	4	13,990	13,260	11,872
News Photographer	3	12,640	11,550	10,589
Sportscaster	1	18,514	17,384	14,294
Weathercaster	1	18,963	18,000	14,969
Assignment Editor	1	18,601	17,968	14,404
Production Assistant	3	13,081	11,960	10,734
Producer/Director	3	15,934	14,905	12,734
Staff Artist	1	14,165	14,541	12,306
Traffic Assistant	1	12,015	12,000	9,969
Computer Operator	1	12,587	12,000	10,300
Accounting Assistant	1	14,737	13,500	10,899
Receptionist	1	10,733	10,300	9,186
Secretary	2	13,748	13,500	10,743

TABLE X (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	28,566	52,819	41,866	34,994	16,480
Median	24,623	50,000	40,004	36,970	13,000
Highest	49,883				
Lowest	16,679				
Methods of Compensation (% of response)					
Salary Only	2	6	8	27	60
Salary & Bonus	0	25	17	9	20
Straight Com.	19	3	13	9	0
Draw Against Com.	38	6	8	0	0
Salary & Com.	17	25	13	27	20
Salary, Bonus & Com.	15	33	33	27	0
Straight Com. w/bonus	9	3	8	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	70	2	28	0
	Dependents	24	26	48	2
Surgical Benefits:	Employee	70	2	24	4
	Dependents	24	26	46	4
Major Medical:	Employee	70	2	22	6
	Dependents	24	26	44	6
H.M.O.:	Employee	11	0	2	87
	Dependents	6	6	2	87
Dental:	Employee	22	2	20	56
	Dependents	13	9	22	56
Vision:	Employee	4	2	0	94
	Dependents	4	2	0	94
Disability:	Short Term	31	7	4	57
	Long Term	24	7	13	56
Group Life:	Employee	69	2	20	9
	Dependents	19	13	9	59
Pension Plan		31	0	6	63
Profit Sharing		28	0	2	70
Tuition Reinbursement		19	2	15	65
Workshops, Seminars etc.		52	0	7	41

TABLE XI
ALL INDEPENDENT STATIONS

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	13	376,049
Program & Production	14	312,951
News	13	377,897
Sales	12	369,623
Advertising & Promotion	3	82,822
General & Administrative	10	256,207

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	41,038	36,000
Program Director	36,722	34,000
Director of Engineering/Chief Engineer	40,323	38,230
News Director	40,834	36,000
Promotion/Publicity Director	27,578	25,000
Production Manager	28,186	27,000
Business Manager/Controller	34,724	34,708
Traffic Manager	22,227	20,060
Community/Public Affairs Director	23,280	21,060
Art Director	21,985	21,000
Research Director	30,278	28,900

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	10	18,225	14,858	17,337
Maintenance Technician	4	24,437	23,000	20,141
Technical Director	5	23,177	22,000	19,372
Floor Person	6	17,872	14,560	14,459
Floor Director	5	20,972	19,760	15,186
Film/Tape Editor	2	16,775	14,200	13,702
Film Director	1	20,122	20,000	16,532
News Anchor	2	46,139	31,782	32,790
News Producer	2	25,290	24,000	23,141
News Reporter	5	24,898	20,153	18,277
News Photographer	5	19,602	18,700	16,127
Sportscaster	1	38,688	31,664	29,442
Weathercaster	1	36,146	30,030	27,589
Assignment Editor	2	25,429	23,150	19,197
Production Assistant	2	15,283	14,560	12,376
Producer/Director	3	21,541	19,432	17,844
Staff Artist	1	18,082	17,550	15,296
Traffic Assistant	3	13,434	13,500	11,149
Computer Operator	2	15,751	15,000	12,877
Accounting Assistant	2	15,071	14,905	12,400
Receptionist	1	11,420	11,000	10,103
Secretary	3	14,850	14,530	12,270

TABLE XI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	35,587	72,662	55,573	60,371	35,638
Median	30,600	70,000	54,000	61,650	22,700
Highest	51,410				
Lowest	22,499				
Methods of Compensation (% of response)					
Salary Only	0	8	8	7	50
Salary & Bonus	0	39	36	42	25
Straight Com.	20	1	1	2	0
Draw Against Com.	43	2	2	2	13
Salary & Com.	25	31	36	30	13
Salary, Bonus & Com.	6	18	15	18	0
Straight Com. w/bonus	6	1	0	0	0
Other	0	0	1	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	67	0	33	0
	Dependents	21	29	46	3
Surgical Benefits:	Employee	65	0	33	2
	Dependents	21	26	47	5
Major Medical:	Employee	63	0	34	3
	Dependents	21	26	46	7
H.M.O.:	Employee	17	0	17	66
	Dependents	5	1	24	70
Dental:	Employee	26	3	24	47
	Dependents	14	10	29	46
Vision:	Employee	13	2	5	80
	Dependents	7	4	6	82
Disability:	Short Term	38	4	6	53
	Long Term	28	13	12	47
Group Life:	Employee	81	1	12	6
	Dependents	19	17	12	53
Pension Plan		31	2	3	65
Profit Sharing		23	0	5	71
Tuition Reinbursement		25	0	19	56
Workshops, Seminars etc.		56	1	7	36

TABLE XII
INDEPENDENT STATIONS, ADI MARKETS 1-10

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	26	891,261
Program & Production	19	482,468
News	16	494,676
Sales	13	452,194
Advertising & Promotion	6	152,903
General & Administrative	17	518,165

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	48,608	40,000
Program Director	46,309	50,000
Director of Engineering/Chief Engineer	51,786	52,000
News Director	52,533	56,000
Promotion/Publicity Director	38,000	39,000
Production Manager	37,027	36,500
Business Manager/Controller	48,667	45,000
Traffic Manager	29,467	28,800
Community/Public Affairs Director	32,620	28,750
Art Director	28,687	29,000
Research Director	33,010	36,000

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	23	27,062	26,000	18,389
Maintenance Technician	11	31,576	29,550	26,961
Technical Director	14	32,243	30,400	28,162
Floor Person	15	22,846	17,750	18,478
Floor Director	12	25,993	26,000	19,400
Film/Tape Editor	3	22,768	17,000	17,761
Film Director	1	26,750	24,250	23,209
News Anchor	2	74,918	80,000	63,167
News Producer	2	30,800	26,500	30,088
News Reporter	6	37,230	30,450	27,563
News Photographer	5	21,975	21,650	20,412
Sportscaster	1	52,000	60,000	41,857
Weathercaster	1	48,744	50,000	38,857
Assignment Editor	2	27,389	26,000	23,257
Production Assistant	2	16,271	16,820	14,454
Producer/Director	3	28,229	26,400	23,359
Staff Artist	2	21,573	19,900	17,441
Traffic Assistant	4	15,405	16,000	13,382
Computer Operator	2	18,598	18,000	15,800
Accounting Assistant	3	16,514	17,750	13,998
Receptionist	1	13,980	13,000	12,967
Secretary	5	16,399	17,000	14,367

TABLE XII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	8				
Annual Compensation ($)					
Average	45,623	86,886	70,644	69,209	46,000
Median	48,400	85,000	72,000	72,000	46,000
Highest	65,795				
Lowest	26,134				
Methods of Compensation (% of response)					
Salary Only	0	10	6	0	0
Salary & Bonus	0	57	56	73	100
Straight Com.	14	0	0	0	0
Draw Against Com.	52	0	0	0	0
Salary & Com.	29	29	25	18	0
Salary, Bonus & Com.	5	5	13	9	0
Straight Com. w/bonus	0	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) 8 Paid Sick Days (average) 8

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	64	0	36	0
	Dependents	41	5	50	5
Surgical Benefits:	Employee	64	0	36	0
	Dependents	41	5	50	5
Major Medical:	Employee	59	0	36	5
	Dependents	41	0	50	9
H.M.O.:	Employee	27	0	36	36
	Dependents	14	0	45	41
Dental:	Employee	45	0	14	41
	Dependents	32	0	27	41
Vision:	Employee	9	5	5	82
	Dependents	9	5	5	82
Disability:	Short Term	45	0	9	45
	Long Term	32	5	23	41
Group Life:	Employee	82	0	9	9
	Dependents	27	18	5	50
Pension Plan		59	0	5	36
Profit Sharing		23	0	18	59
Tuition Reinbursement		45	0	27	27
Workshops, Seminars etc.		73	0	5	23

TABLE XIII
INDEPENDENT STATIONS, ADI MARKETS 11-25

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	18	519,264
Program & Production	19	486,603
News	17	587,860
Sales	16	523,881
Advertising & Promotion	4	95,985
General & Administrative	11	300,575

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	53,624	50,000
Program Director	44,584	43,200
Director of Engineering/Chief Engineer	45,117	43,600
News Director	44,988	42,000
Promotion/Publicity Director	33,967	35,050
Production Manager	31,990	32,300
Business Manager/Controller	40,712	40,000
Traffic Manager	27,209	27,375
Community/Public Affairs Director	24,105	24,000
Art Director	23,742	24,599
Research Director	24,717	21,500

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	11	22,045	23,230	17,000
Maintenance Technician	4	29,027	28,873	21,490
Technical Director	4	24,445	22,240	19,641
Floor Person	3	20,231	21,129	16,138
Floor Director	2	21,782	21,780	13,831
Film/Tape Editor	3	20,649	21,086	15,734
Film Director	1	24,153	23,400	16,523
News Anchor	2	46,458	37,912	30,158
News Producer	2	26,419	25,000	22,585
News Reporter	4	24,966	23,483	18,842
News Photographer	5	24,350	24,112	19,055
Sportscaster	1	39,072	34,000	26,457
Weathercaster	1	37,046	33,000	21,900
Assignment Editor	1	24,651	23,420	18,743
Production Assistant	3	15,578	15,557	11,458
Producer/Director	3	24,888	25,000	22,630
Staff Artist	2	17,775	18,550	16,583
Traffic Assistant	4	15,700	14,000	13,632
Computer Operator	3	17,510	15,067	11,077
Accounting Assistant	3	16,793	15,920	16,210
Receptionist	1	12,498	12,600	10,416
Secretary	4	16,253	15,600	16,251

TABLE XIII (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	7				
Annual Compensation ($)					
Average	44,115	89,034	66,932	71,334	54,033
Median	48,000	90,000	65,300	69,250	60,000
Highest	66,323				
Lowest	26,585				
Methods of Compensation (% of response)					
Salary Only	0	5	13	10	67
Salary & Bonus	0	37	39	45	33
Straight Com.	22	0	0	0	0
Draw Against Com.	26	0	0	0	0
Salary & Com.	22	21	26	25	0
Salary, Bonus & Com.	9	32	22	20	0
Straight Com. w/bonus	22	5	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	4	4	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	50	0	50	0
	Dependents	13	21	67	0
Surgical Benefits:	Employee	50	0	50	0
	Dependents	17	17	67	0
Major Medical:	Employee	46	0	50	4
	Dependents	13	17	63	8
H.M.O.:	Employee	8	0	17	75
	Dependents	0	21	0	79
Dental:	Employee	25	0	50	25
	Dependents	13	8	54	25
Vision:	Employee	8	4	13	75
	Dependents	8	4	13	75
Disability:	Short Term	50	4	8	38
	Long Term	33	25	13	29
Group Life:	Employee	79	0	21	0
	Dependents	13	17	17	54
Pension Plan		63	0	0	38
Profit Sharing		25	0	0	75
Tuition Reinbursement		13	0	29	58
Workshops, Seminars etc.		63	0	13	25

TABLE XIV
INDEPENDENT STATIONS, ADI MARKETS 26-50

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	10	232,860
Program & Production	12	233,827
News	10	237,554
Sales	12	414,362
Advertising & Promotion	3	51,627
General & Administrative	6	168,291

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	38,898	39,760
Program Director	29,280	30,000
Director of Engineering/Chief Engineer	36,560	35,000
News Director	32,160	27,300
Promotion/Publicity Director	23,540	24,700
Production Manager	25,035	27,000
Business Manager/Controller	30,573	28,888
Traffic Manager	19,801	18,000
Community/Public Affairs Director	18,188	16,500
Art Director	17,834	17,000
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	7	16,078	13,876	12,102
Maintenance Technician	2	22,866	22,500	18,803
Technical Director	2	20,748	19,500	16,750
Floor Person	3	14,866	11,700	10,335
Floor Director	2	15,460	15,460	13,660
Film/Tape Editor	2	13,864	12,740	11,428
Film Director	1	18,813	19,116	15,660
News Anchor	2	29,775	23,000	19,875
News Producer	7	23,695	23,695	11,160
News Reporter	5	22,505	22,505	10,080
News Photographer	6	15,190	12,646	19,953
Sportscaster	2	28,805	28,805	12,900
Weathercaster	1	25,900	25,900	15,000
Assignment Editor	2	17,217	17,217	13,375
Production Assistant	2	13,540	13,325	11,700
Producer/Director	3	19,424	18,200	16,256
Staff Artist	1	16,003	14,456	13,488
Traffic Assistant	3	12,387	12,692	10,283
Computer Operator	1	13,620	13,500	12,725
Accounting Assistant	2	15,147	15,020	12,059
Receptionist	1	10,469	10,400	9,435
Secretary	3	14,288	14,280	11,801

TABLE XIV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	31,110	63,876	51,791	46,850	22,500
Median	29,100	60,000	53,500	42,500	22,500
Highest	46,308				
Lowest	19,718				
Methods of Compensation (% of response)					
Salary Only	0	5	0	17	0
Salary & Bonus	0	48	41	50	0
Straight Com.	19	0	0	0	0
Draw Against Com.	52	0	0	0	0
Salary & Com.	19	38	41	17	100
Salary, Bonus & Com.	5	10	18	17	0
Straight Com. w/bonus	5	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **8**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	81	0	19	0
	Dependents	24	38	38	0
Surgical Benefits:	Employee	76	0	24	0
	Dependents	19	33	43	5
Major Medical:	Employee	76	0	24	0
	Dependents	19	33	43	5
H.M.O.:	Employee	14	0	14	71
	Dependents	5	0	19	76
Dental:	Employee	14	5	14	67
	Dependents	10	5	19	67
Vision:	Employee	10	0	10	81
	Dependents	5	5	10	81
Disability:	Short Term	38	10	0	52
	Long Term	24	14	5	57
Group Life:	Employee	90	5	5	0
	Dependents	19	14	14	52
Pension Plan		14	5	5	76
Profit Sharing		29	0	0	71
Tuition Reinbursement		14	0	14	71
Workshops, Seminars etc.		57	5	5	33

TABLE XV
INDEPENDENT STATIONS, ADI MARKETS 51-100

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	7	144,536
Program & Production	11	176,719
News	6	123,974
Sales	9	255,962
Advertising & Promotion	2	64,519
General & Administrative	8	186,664

Department Heads	Annual Compensation ($) Average	Median
Operations Manager	32,647	27,000
Program Director	32,592	26,000
Director of Engineering/Chief Engineer	34,760	34,000
News Director	25,739	26,500
Promotion/Publicity Director	19,131	19,000
Production Manager	21,397	20,000
Business Manager/Controller	27,384	25,000
Traffic Manager	17,831	18,000
Community/Public Affairs Director	16,379	16,000
Art Director	18,250	18,250
Research Director	33,300	33,300

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	5	13,617	13,416	11,772
Maintenance Technician	2	20,027	20,369	17,728
Technical Director	2	16,709	16,000	14,062
Floor Person	2	13,073	13,000	11,757
Floor Director	2	15,340	14,383	12,390
Film/Tape Editor	2	12,368	13,000	10,850
Film Director	1	16,441	15,000	14,694
News Anchor	2	23,851	27,800	16,500
News Producer	1	15,300	15,300	13,400
News Reporter	4	15,499	15,197	13,350
News Photographer	4	13,623	12,970	11,000
Sportscaster	1	21,543	21,100	21,500
Weathercaster	1	23,710	20,000	26,250
Assignment Editor	1	21,153	22,800	15,560
Production Assistant	2	13,112	12,523	11,966
Producer/Director	2	17,017	17,250	14,837
Staff Artist	1	15,686	15,000	15,577
Traffic Assistant	2	12,570	12,480	11,091
Computer Operator	2	16,166	16,000	13,868
Accounting Assistant	2	13,471	12,110	11,805
Receptionist	1	13,397	10,000	9,654
Secretary	2	13,645	13,455	11,566

TABLE XV (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	6				
Annual Compensation ($)					
Average	26,758	61,155	45,171	50,155	20,950
Median	24,842	61,000	45,000	52,000	20,950
Highest	40,200				
Lowest	19,753				
Methods of Compensation (% of response)					
Salary Only	0	13	12	8	50
Salary & Bonus	0	22	23	23	0
Straight Com.	18	0	6	0	0
Draw Against Com.	50	9	6	8	50
Salary & Com.	25	30	35	31	0
Salary, Bonus & Com.	4	26	12	31	0
Straight Com. w/bonus	4	0	0	0	0
Other	0	0	0	0	0

BENEFITS

Paid Holidays (average) **7** Paid Sick Days (average) **7**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	4

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	79	0	21	0
	Dependents	4	57	32	7
Surgical Benefits:	Employee	75	0	18	7
	Dependents	4	50	32	14
Major Medical:	Employee	75	0	21	4
	Dependents	4	54	32	11
H.M.O.:	Employee	18	0	7	75
	Dependents	0	4	18	79
Dental:	Employee	21	4	18	57
	Dependents	4	21	21	54
Vision:	Employee	21	0	0	79
	Dependents	4	7	4	86
Disability:	Short Term	29	4	0	68
	Long Term	25	14	7	54
Group Life:	Employee	79	0	7	14
	Dependents	7	25	11	57
Pension Plan		11	0	4	86
Profit Sharing		18	0	7	75
Tuition Reinbursement		25	0	14	61
Workshops, Seminars etc.		43	0	11	46

TABLE XVI
INDEPENDENT STATIONS, ADI MARKETS 101 +

Department	Average Number Fulltime Employees	Average Annual Department Salaries ($)
Engineering	8	139,823
Program & Production	12	202,543
News	11	223,264
Sales	8	191,664
Advertising & Promotion	2	35,586
General & Administrative	7	154,108

Department Heads	Annual Compensation ($) Average	Median
Oerations Manager	33,073	32,700
Program Director	25,049	24,000
Director of Engineering/Chief Engineer	32,532	32,000
News Director	31,705	26,300
Promotion/Publicity Director	20,463	19,500
Production Manager	25,187	23,400
Business Manager/Controller	26,260	25,620
Traffic Manager	16,255	14,000
Community/Public Affairs Director	20,716	16,600
Art Director	16,658	16,120
Research Director	N/R	

Support Staff	Average Number Fulltime Employees	Annual Compensation ($) Average	Median	Average Starting Compensation ($)
Operator Technician	5	12,566	12,500	10,612
Maintenance Technician	3	19,030	18,200	16,007
Technical Director	2	20,537	18,600	17,497
Floor Person	3	10,942	10,935	9,391
Floor Director	1	16,750	16,512	12,333
Film/Tape Editor	1	11,804	10,400	10,816
Film Director	2	15,689	15,600	13,323
News Anchor	2	22,631	25,500	20,130
News Producer	2	16,343	16,025	13,153
News Reporter	4	15,984	15,350	12,937
News Photographer	5	13,203	12,200	11,171
Sportscaster	1	30,149	26,432	26,603
Weathercaster	2	21,360	21,700	17,375
Assignment Editor	1	23,777	22,100	17,087
Production Assistant	2	14,798	13,000	12,267
Producer/Director	3	16,176	14,748	13,275
Staff Artist	1	11,268	9,450	9,995
Traffic Assistant	2	12,749	12,113	11,506
Computer Operator	2	12,253	13,357	10,615
Accounting Assistant	2	13,129	12,324	11,447
Receptionist	1	10,322	10,800	9,259
Secretary	2	13,393	14,000	11,177

TABLE XVI (continued)

	Sales Personnel				
	Account Executive	General Sales Manager	Local Sales Manager	National Sales Manager	Co-op Coordinator
Number	5				
Annual Compensation ($)					
Average	27,272	54,817	38,536	43,279	12,600
Median	26,500	54,510	39,000	41,285	12,600
Highest	37,159				
Lowest	20,743				
Methods of Compensation (% of response)					
Salary Only	0	0	8	0	100
Salary & Bonus	0	22	8	14	0
Straight Com.	33	11	0	14	0
Draw Against Com.	27	0	8	0	0
Salary & Com.	33	44	62	71	0
Salary, Bonus & Com.	7	22	8	0	0
Straight Com. w/bonus	0	0	0	0	0
Other	0	0	8	0	0

BENEFITS

Paid Holidays (average) **8** Paid Sick Days (average) **9**

	Years of Service										
Paid Vacation	1	2	3	4	5	6-9	10	11-14	15	16-19	20+
(average weeks)	2	2	2	2	3	3	3	3	3	3	3

		% of Response			
		Paid in Full by Company	Paid in Full by Employee	Cost Shared by Co. & Employee	Not Provided
Hospitalization:	Employee	59	0	41	0
	Dependents	35	18	47	0
Surgical Benefits:	Employee	59	0	41	0
	Dependents	35	18	47	0
Major Medical:	Employee	59	0	41	0
	Dependents	35	18	47	0
H.M.O.:	Employee	18	0	12	71
	Dependents	12	0	18	71
Dental:	Employee	24	6	24	47
	Dependents	18	12	24	47
Pension:	Employee	12	0	0	88
	Dependents	12	0	0	88
Disability:	Short Term	24	0	18	59
	Long Term	24	6	12	59
Group Life:	Employee	76	0	28	6
	Dependents	35	6	12	47
Pension Plan		6	0	0	89
Profit Sharing		24	0	0	76
Tuition Reinbursement		29	0	6	65
Workshops, Seminars etc.		47	0	0	53

ACCOUNT EXECUTIVES - METHODS OF COMPENSATION

ADI 1-10

$88,500	Salary plus quarterly bonus of 15% of salary if target is met-additional 4% possible
78,976	Salary plus 2% commission plus various incentives
71,685	2.7% on local billing
62,000	$425/week draw against 5% on net sales
61,500	Salary plus 1.5% on net billing, up to 9.5% on new business
51,300	$400/week draw against 6% on net sales plus 3% over net of previous year
50,000	3-3.75 on local sales
48,400	$18,000 salary plus 7.5% on direct accounts, 5% on net local sales
48,000	$40,000 salary plus bonus based upon evaluation of points against targeted goals
48,000	$6500 salary plus 12% on local, 8% on regional, less 2% on auto sales

ADI 11-25

$75,487	Draw against 4.5% on time sales
61,150	$200/week draw against 2.8% on local time sales, 1% on production
59,000	5.75% on time sales plus 2.5% of annual compensation as holiday bonus
54,500	3% on net billing plus 1.5% on gain over prior year plus 1.5% on billing over month's budget
51,000	8.5% on net sales
46,143	Draw against 3% time sales, 10% direct sales
45,000	15% on direct, 4% on agency, 2.4% on trade
45,000	8% on local time sales
40,000	10% on new business, 3.5% on local time sales
35,250	12% on direct sales, 9% on net local billing of agency sales

ADI 26-50

$59,777	9.5% on new business, 6.5% on all other
51,800	7% on direct, 4% on agency net plus quarterly bonus
47,748	5% on net time sales
41,900	12% on new business, 10% on regular business, 5% on programs and trade
40,000	$20,000 salary plus 2.5% on net billing
36,596	3.3% on net local time sales
33,000	$15,600 salary plus 3.5% on gross time sales
31,824	$125/week draw against 13% on new business, 8% on all other
30,000	$1500/month guarantee against 9% on net sales
24,000	12,000 salary plus 10% on local sales

ADI 51-75

$46,054	15% on new business, 4.6% on total time sales and production
45,000	15% on direct local, 10% on agency accounts
41,000	$15,000 salary plus 5% of net time sales
40,500	8% of first $25,000 billing per month, 10% all over
36,900	8% of local/regional net sales, 6% of net local/regional agency sales
34,556	6.5% on non-agency and 4% on agency billings
34,500	6% of net billings
28,600	$250/week draw against 12% local sales
26,000	$12,000 salary plus 7% on time and production sales
25,000	$12,000 salary plus 10% on local time sales

ADI 76-100

$56,059	7% on time sales
46,000	7% on new business and production, 5% on net sales
45,399	$200/month draw against 5% on local time sales and production
41,986	15% on new business, 8.5% on direct sales, 5.5% on agency sales
39,560	8% on net time sales, 4% on production revenue
32,250	$8100 salary plus 5% on time sales
29,485	$12,000 salary plus 3% on local agency time sales and 15% onlocal direct time sales
29,074	$7800 salary plus 5% on local time sales and local art/production
27,000	$1000/month draw against 12.5% of net billings
24,685	$750/month draw against 15% on direct and 10% on agency

ADI 101-125

$47,500	10% on net sales
46,000	10% on direct sales, 8% on agency sales
37,853	12% on non-agency, 7.5% on agency sales
37,498	$9120 salary plus 7% on collections
29,375	$9100 salary plus 5% on first $12,000, 7.5% on $12,500-$15,000, 10% on all over $15,000 collected monthly
28,000	$1400/month draw against 13% commission
25,000	$1500/month draw against 9% on local, 5% on agency billings
22,000	$11,960 salary plus 10% on direct collections, 5% on agency collections
21,600	10% on account collections
18,000	$175/week draw against 11% on local direct, 8% on regional and 9% on local agency

ADI 126-150

$33,600	$15,000 guarantee, 12% on local time sales
32,000	$200/week draw against 5% if below goal and 6% on all sales if above goal
30,000	$9000 salary plus 5% commission and 5% bonus for over budget
30,000	$800/month draw against 12% local direct, 5% on net local agency sales
28,000	10% of cash receipts
27,930	$7800 salary plus 7% on direct, 5% on agency sales
25,000	$12,000 salary plus 10% on collections in excess of $2000 monthly
24,300	$5720 salary plus 5% on local time cash receipts
22,000	$7800 salary plus 8% local, 6% net agency
19,500	10% on local time sales

ADI 151 +

$42,000	$600/month draw against 10% on all time sales
32,900	$1000/month draw against 15% on time sales
30,000	15% on local time sales
28,000	18% on non-agency, 15% on agency, 10% on production
25,571	10% on net local sales
23,800	10% on new direct local, 7% on direct local and new local agency, 5% on local agency, 4.5 on regional
23,400	18% on direct, 5% on agency, time sales and production
21,593	$150/weekdrawagainst13%onlocal/regionaltime sales
17,640	$5200 salary plus 10% on net time and production sales

GENERAL SALES MANAGER - METHODS OF COMPENSATION

ADI 1-10

$119,000	70,000 salary plus .113% of total sales
110,000	$94,000 salary plus % of pre-determined billing
108,100	Salary plus quarterly bonus-8% of quarterly earnings
106,000	Salary plus bonus tied to station profit
100,500	Salary plus semi-annual revenue based bonus
90,600	Salary plus accelerated payment per % over 95% of budget
90,000	Salary plus annual bonus (not tied to percentage)
85,000	$52,000 salary plus .2% of net sales after agency and rep comission
85,000	$72,000 salary plus commission of .1% of gross national/local/political billing exceeding $1,800,000 monthly
75,000	Salary only

ADI 11-25

$120,000	$100,000 salary plus .25% of net station billings
107,857	$97,000 salary plus 20% bonus potential
104,000	Salary plus quartely commission
100,000	$79,500 salary plus quarterly bonus plus year end discretionary bonus
95,158	.2% of total time sales
93,000	$65,000 base plus .3% of sales
89,250	Salary only
82,000	Salary plus a percent of gross station revenues
80,000	$30,000 base plus .25% of net local, regional, national and sales commercial production revenue
72,137	$54,600 base plus .09% on total gross sales

ADI 26-50

$118,559	1% on local, .8% on national business
98,000	$52,000 salary plus .3647% of net collections
97,155	$24,000 salary plus 2% on personal sales, 1% on regional sales, 1% on gain from previous year
94,744	.529% on net national, local and political sales
84,000	.57% on national sales, .41% on local sales
74,500	1% on all sales
70,000	$50,000 salary plus 1% on all sales
69,256	$55,042 salary plus .1% on all net sales to previous years, .2% above previous years, plus bonus for exceeding budget
65,000	$44,000 salary plus .4% on local and national network revenues
58,000	Salary plus .75% on local and national

ADI 51-75

$101,873	$46,800 salary plus bonus for exceeding same month/ prior year sales
81,500	$68,250 salary plus bonus
80,000	$60,000 salary plus .0345% on all time and program sales
79,100	$42,692 salary plus .6% on total net sales of $300,000 monthly
79,000	$65,000 salary plus quarterly bonus of $3,500
72,000	$30,000 salary plus .5% on time sales and production
65,000	$40,000 salary plus .643% on gross billings excluding barter
64,937	$60,008 salary plus 1% on all billings over previous years local/national net collected
60,000	Salary only
51,560	$24,000 salary plus 1.5% on time sales

ADI 76-100

$80,000	$65,000 salary plus $12,000 bonus if budget is met, $3000 bonus if gross operating profit is made
79,097	$12,000 draw against 1.1% on all time sales
72,000	$64,500 salary plus bonus of $1500 if quarter budget is met, $1,500 if annual budget is met
68,167	2.62% of gross local sales
65,000	$975/month draw against 1.1% on total sales minus network and trade plus bonus for making planned revenue
56,727	$45,000 salary plus .625% net sales
56,000	$26,000 salary plus 1% total net sales
56,000	.5% on all sales
46,800	$30,000 salary plus 2% of increase in sales over average of previous three years
42,268	$36,000 salary plus 2% net time sales improvement over previous over previous three year average

ADI 101-125

$78,370	$6700/month draw against .88% gross revenue
75,152	$30,000 salary plus .5% on gross time sales
65,000	$54,000 salary plus 5% on personal collections
62,000	$46,000 salary plus override on billing increase over previous year
50,000	1.75% on net collections, 3% on net collections above projections
48,000	$38,324 salary plus 5% on collections in excess of monthly quota
47,864	$38,500 salary plus .1056% on gross broadcast revenue
45,000	$35,000 salary plus 1% on local and national collections
42,000	$20,400 salary plus .5% on net national sales, .75% on net local sales
39,000	$21,600 salary plus .25% on local and national sales

ADI 126-150

$71,902	2% on total accounts receivables collections
65,700	$15,730 salary plus 1.4% on total net local and national collections
59,200	Salary plus 10% on personal sales
58,000	1.5% on local and national time sales
57,500	$55,000 salary plus $2,500 quarterly bonus each quarter that goal is met
53,300	$10,500 salary plus 1% on local, regional and national sales
45,000	$30,000 salary plus .8% on all sales
43,400	$12,000 salary plus 1.5% on all sales
41,000	$28,000 salary plus 1% on sales over $1,000,000
40,000	$18,000 salary plus 1% net national, 1% on gross local

ADI 151 +

$70,816	15% on local time sales, 1% on local sales collections
65,000	$54,000 salary plus 2% on sales over $2,000,000
65,000	$50,000 salary plus 2.5% on goal and 5% over goal
56,000	$30,000 salary plus commission on sales above $35,000
55,000	5% on local and regional sales
50,000	1% override
50,000	$40,000 salary plus 6% on local collections
45,000	$38,000 salary plus .5% on net sales
40,000	$15,000 salary plus 1.95% on all division sales plus 5% bonus on all sales over budget
40,000	$12,000 salary plus 1.5% on annual goal and 2% over goal